TAKE 5 FOR SAFETY

INSTRUCTOR'S NOTES

5-MINUTE SAFETY DRILL

Civil Rights: Jokes Must Be Inclusive

Date:_____

Shift:_____

Dept:_____

Station:_____

Training Code:_____

NOTES:

FOCUS: Insensitive Or Inappropriate Comments Have No Place At Work Or In Our Every Day Lives! Strong friendships make strong teams.

CHALLENGE

Firefighters spend a great deal of time together. It's like being in a family. As in any family we sometimes make inappropriate comments or actions. Our jokes sometimes "miss the mark."

Team work is an integral part of our daily lives. We live and work closely with one another. In order to maintain harmony, we need to respect each person we interact with. Let's try putting ourselves in the other person's shoes when making comments, using terminology and especially when telling jokes! Hurt feelings can lead to confrontations that are harmful to the well being of the team.

Many districts have had complaints and law suits filed against them as a result of these "thoughtless" activities . Unchecked, these comments or activities can create a hostile work environment for the person being targeted. Inappropriate jokes can also create morale problems and destroy team camaraderie.

Let's not be bystanders when issues arise. We must support our teammates! Let's make sure everyone enjoys the joke!

DISCUSSION

- How do we handle conflicts when they occur in our stations?
- Does name calling occur and how do we handle it?
- Would the statement or name offend you if directed at you?
- Has the district had firefighter complaints that resulted from insensitive comments?
- How has the district handled the situation?
- Do you feel this was adequate?
- How can we improve our communications with one another?

The greatest asset of the fire service is our people; protect them!

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